

Judicial Impact Fiscal Note

Bill Number: 1313 HB	Title: Mass layoffs	Agency: 055-Administrative Office of the Courts
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Part I: Estimates

☒ No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Expenditures from:

NONE

Estimated Capital Budget Impact:

NONE

The revenue and expenditure estimates on this page represent the most likely fiscal impact. Responsibility for expenditures may be subject to the provisions of RCW 43.135.060.

Check applicable boxes and follow corresponding instructions:

- ☐ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note for Parts I-V.
- ☐ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.

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OFM Review:	Phone:	Date:

199,915.00

Request # 082-1

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact on the Courts

This bill adds a new chapter in RCW 49. This chapter bars employers from ordering mass layoffs unless prior written notice with specified content is given to those impacted within 60 days of the order being implemented.

Section 3: Provides the timeline and procedure a company/entity must follow to implement a mass layoff, relocation, or termination at a covered establishment.

Section 4: Provides the criteria necessary to not be required to comply with the notice in section 3.

Section 5: Details the penalties if an employer fails to the guidelines set in section 3.

Section 6: Creates a \$500 penalty per day to an employer who does not give the appropriate notice detailed in section 3. The employer is not subject to this penalty if they pay all applicable employees the amounts due to them within 3 weeks from the date the employer orders the mass layoff, relocation, or termination.

Section 7: Establishment of a mass layoff survey by October 1st, 2026 that employers are required to distribute.

Section 8: Employers must provide their employees with a rapid response partner for employees who receive notice under section 3.

Section 10: Details who can bring a civil action in reference to this chapter.

II. B - Cash Receipts Impact

none

II. C - Expenditures

No fiscal impact to the Administrative Office of the Courts as this bill does not affect current AOC or court processes.

Part III: Expenditure Detail

III. A - Expenditure By Object or Purpose (State)

NONE

III. B - Expenditure By Object or Purpose (County)

NONE

III. C - Expenditure By Object or Purpose (City)

NONE

III. D - FTE Detail

NONE

III. E - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B1 - Expenditures by Object Or Purpose (State)

NONE

IV. B2 - Expenditures by Object Or Purpose (County)

NONE

IV. B3 - Expenditures by Object Or Purpose (City)

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

none